**NATIONAL ASSEMBLY:**

**QUESTION FOR WRITTEN REPLY:**

**Question Number: 1747**

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**Date of reply: 24 June 2022**

**Mr M S F de Freitas (DA) to ask the Minister of Tourism:**

With reference to unfilled posts within (a) her department and (b) SA Tourism, (i) what is the current total number of unfilled posts in each department, (ii) since what date has each respective post been unfilled in each case, (iii) what are the reasons for each post remaining unfilled in each case, (d) on what date is it envisaged that each of the posts will be filled respectively and (e) how are the functions of the unfilled posts currently being executed in each instance? NW2076E

**REPLY:**

1. **Department**

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| --- | --- | --- |
| 1. **Current total number of unfilled posts.** | 1. **Since what date has each respective post been unfilled in each case.** | 1. **What are the reasons for each post remaining unfilled in each case.** |
| 52 | Since April 2017 to March 2022. **(Refer to attached table)** | Natural attrition due to movement of staff **(Refer to attached table)** and fiscal constraints on the compensation of employees |

(d) It is envisaged that all posts will be filled by latest the end of September 2022. **(Refer to attached table)**

(e) The functions of the unfilled posts are currently executed through various intervention strategies e.g. assignment of additional functions in terms of section 32 of the Public Service Act, 1994 as amended. **(Refer to attached table)**

| **Detail of the Department of Tourism unfilled posts** | | | | | |
| --- | --- | --- | --- | --- | --- |
| **No.** | **Post name** | **(ii)Vacant date** | **(iii)Reasons for post being vacant** | **(d)Envisaged date for filling post** | **(e)How are functions currently executed** |
| **Ministry** | | | | | |
| 1. | Parliamentary Liaison Officer | 01 September 2021 | New post in the establishment | Post not yet advertised | Not applicable. |
| 2 | Cabinet and Parliamentary Officer | 01 September 2021 | New post in the establishment | Post not yet advertised | Not applicable. |
| **Branch: Corporate Management** | | | | | |
| **Office of the DDG: Corporate Management** | | | | | |
| 3. | Branch Coordinator: Corporate Management | 01 April 2019 | Previous incumbent transferred to another component | Post not yet advertised | There’s an official acting in the post. |
| **Office of the Chief Financial Officer** | | | | | |
| 4. | Chief Financial Officer | 01 October 2022 | Previous incumbent resigned | June/July 2022 | There’s an official acting in the post. |
| 5. | DD: Internal Control and Compliance | 01 April 2017 | Previous incumbent transferred to another department | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 6. | ASD: Budgeting | 01 May 2021 | Previous incumbent transferred to another department | July/August 2022 | Not applicable No official appointed in acting capacity or assigned the tasks. |
| 7. | Snr Supply Chain Practitioner | 01 September 2021 | Previous incumbent was promoted | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 8. | State Accountant: Creditors, Travel and Subsistence | 01 November 2020 | Previous incumbent transferred to another component | July/August 2022 | There was a contractor appointed in the post. |
| **CD: Communications** | | | | | |
| 9. | Chief Director: Communications | 01 November 2021 | Previous incumbent resigned | July/August 2022 | There’s an official acting in the post. |
| 10. | DD: Internal Comms and Graphic Design | 01 October 2021 | Previous incumbent resigned | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 11. | DD: Content Writer and Editor | 01 March 2022 | Previous incumbent was promoted to another department | Post not yet advertised | Not applicable No official appointed in acting capacity or assigned the tasks. |
| 12. | ASD: Content Writer | 20 December 2018 | Previous incumbent is deceased | Post not yet advertised | There’s an official acting in the post. |
| 13. | ASD: Internal Communication | 01 November 2019 | Previous incumbent resigned | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **CD: Strategy and Systems** | | | | | |
| 14. | ASD: Risk and Integrity Management | 01 November 2018 | Previous incumbent resigned | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 15. | Risk Management Practitioner | 01 November 2021 | Previous incumbent resigned | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 16. | Risk Management Practitioner | 01 December 2021 | Previous incumbent resigned | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 17. | DD: Entity Oversight | 01 June 2020 | Previous incumbent resigned | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **CD: HR Management and Development** | | | | | |
| 18. | Snr Health Practitioner | 16 February 2018 | Previous incumbent was promoted to another department | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 19. | ASD: Auxillary Support | 01 April 2022 | Previous incumbent transferred to another department | Post not yet advertised | There’s an official acting in the post |
| 20. | Security Officer | 01 December 2020 | Previous incumbent was retired | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 21. | Security Officer | 01 December 2021 | Previous incumbent was promoted to another department | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 22. | DD: HR Strategy Planning and Information Man | 01 May 2018 | Previous incumbent transferred to another department | Post not yet advertised | There’s an official acting in the post. |
| **CD: Legal Services** | | | | | |
| 23. | Legal Admin Officer | 01 September 2018 | Previous incumbent transferred to another department | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 24. | Legal Admin Officer | 01 February 2019 | Previous incumbent transferred to another department | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 25. | Snr Legal Admin Officer | 01 October 2018 | Previous incumbent transferred to another department | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 26. | Admin Assistant: Legal Services | 01 February 2022 | Previous incumbent resigned | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Internal Audit** | | | | | |
| 27. | DD: IT Audit | 01 November 2018 | Previous incumbent resigned | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **Branch: Tourism Research, Policy and International Relations** | | | | | |
| **D: Strategic Sector Partnerships** | | | | | |
| 28. | D: Strategic Sector Partnerships | 01 December 2019 | Previous incumbent transferred to another department | July 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 29. | DD: Strategic Sector Partnerships | 20 November 2021 | Previous incumbent resigned | Post not yet advertised | There’s an official acting in the post. |
| 30. | DD: Strategic Sector Partnerships | 01 March 2022 | Previous incumbent resigned | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Policy Development and Regulations** | | | | | |
| 31. | DD: Policy Dev and Regulation | 01 August 2019 | Previous incumbent transferred to another component | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Strategy and Development** | | | | | |
| 32. | DD: Strategy Development | 01 May 2021 | Previous incumbent was promoted to another department | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Knowledge Management** | | | | | |
| 33. | DD: Knowledge Management Strategy and Planning | 01 December 2021 | Previous incumbent resigned | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 34. | Knowledge Management Officer | 07 January 2020 | Previous incumbent resigned | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Monitoring and Evaluation** | | | | | |
| 35. | ASD: Monitoring and Data Management | 10 November 2018 | Previous incumbent was promoted to another department | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Bilateral Relations and Cooperation** | | | | | |
| 36. | Director: Bilateral Relations and Cooperation | 01 June 2019 | Previous incumbent resigned | July 2022 | There’s an official acting in the post. |
| 37. | Deputy Director: Africa and Middle East | 01 November 2019 | Previous incumbent was transferred to another component | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 38. | ASD: Bilateral Relations and Cooperation | 01 November 2021 | Previous incumbent was promoted to another department | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| 39. | ASD: Multilateral and Cooperation | 01 April 2020 | Previous incumbent was transferred to another department | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **Branch: Destination Development** | | | | | |
| **Office of the DDG: Destination Development** | | | | | |
| 40. | Branch Coordinator: Destination Development | 12 February 2019 | Previous incumbent transferred to another department | July/August 2022 | There’s an official acting in the post. |
| **CD: Destination Planning and Investment Coordination** | | | | | |
| 41. | Admin Assistant: Planning and Investment | 27 September 2018 | Previous incumbent is deceased | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **CD: Tourism Enhancement** | | | | | |
| 42. | CD: Tourism Enhancement | 01 August 2021 | Previous incumbent resigned | July 2022 | There’s an official acting in the post. |
| **D: Investment Facilitation** | | | | | |
| 43. | DD: Investment Facilitation | 01 October 2020 | Previous incumbent resigned | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Destination Planning** | | | | | |
| 44. | ASD: Spatial Mapping and Database Management | 01 October 2017 | New post due to re-structuring | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Experience and Route Development** | | | | | |
| 45. | ASD: Experience and Route Development | 01 November 2020 | Previous incumbent resigned | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Tourism Integration** | | | | | |
| 46. | D: Tourism Integration | 01 December 2019 | Previous incumbent was promoted to a higher post | July 2022 | There’s an official acting in the post. |
| **Branch: Tourism Sector Support Services** | | | | | |
| **Office of the DDG: Tourism Sector Support Services** | | | | | |
| 47. | Branch Coordinator: TSSS | 01 October 2020 | Previous incumbent transferred to another component | Post not yet advertised | There’s an official acting in the post. |
| **D: Responsible Tourism** | | | | | |
| 48. | DD: Tourism and Env Efficiency | 01 April 2021 | Previous incumbent was promoted to a higher post | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Programme Planning and Implementation** | | | | | |
| 49. | DD: Programme Planning and Implementation | 01 November 2019 | Previous incumbent resigned | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Tourism Guiding Management** | | | | | |
| 50. | DD: Tourism Guiding Growth and Dev | 01 May 2019 | Previous incumbent transferred to another component | July/August 2022 | Not applicable. No official appointed in acting capacity or assigned the tasks. |
| **D: Provincial and Local Government Coordination** | | | | | |
| 51. | D: Provincial and Local Government Coordination | 13 December 2020 | Previous incumbent is deceased | Post not yet advertised | Not applicable. No official appointed in acting capacity or assigned the tasks. |

1. **South Africa Tourism**

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| --- | --- | --- |
| 1. **Current total number of unfilled posts.** | 1. **Since what date has each respective post been unfilled in each case.** | 1. **What are the reasons for each post remaining unfilled in each case.** |
| 35 vacant positions | Some roles have been vacant since 2020 when the moratorium was put in place. However, with the high attrition experienced last year, the majority of roles have been vacant since Q3 and Q4 of FY21/22 | The organisation had a moratorium put in place in May 2020 due to COVID and the possibility of a merger with another public agency.  Over the last two years, the organisation has experienced high attrition which has increased the number of vacancies. As the moratorium was in place, only roles that were considered critical were recruited for and filled with fixed term contracts.  In December 2021, the organisation lifted the moratorium and has been working at filling the roles as per the approved structure. |

(d) With the majority of roles having been advertised in Q1, we envisage filling the roles in Q2. A few of the roles offers have been extended with start dates for June confirmed.

(e) The critical roles that are vacant are currently being supported through acting appointments. Acting appointments are in place for roles where the organisation requires delegation of authority in place for business continuity.

**See below detail of vacant posts at the SA Tourism**

| **No.** | **Post name** | **(ii)Vacant date** | **(iii)Reasons for post being vacant** | **(d)Envisaged date for filling post** | **(e ) How are functions currently executed** |
| --- | --- | --- | --- | --- | --- |
| **Brand and Marketing** | | | | | |
| 1. | Regional Public Relations & Communications Officer | December 2019 | Moratorium came into effect while role was being recruited for | 1 July 2022 | No acting incumbent appointed |
| 2. | Brand & PR Manager | 1 March 2021 | Previous incumbent has moved to a senior role within the division | Role not yet advertised | No acting incumbent appointed |
| **Finance** | | | | | |
| 3. | Head: Supply Chain & Asset Management | 1 January 2021 | Previous incumbent resigned | 1 July 2022 | Role is staffed with a resource on a fixed term contract |
| 4. | GM: Finance | 1 September 2019 | Previous incumbent has moved to a senior role within the division | 1 July 2022 | Role is staffed with an acting incumbent |
| 5. | Finance Business Partner | 8 July 2020 | Previous incumbent is deceased | 1 July 2022 | Role is staffed with an acting incumbent |
| 6. | Accounts Payable Officer |  | Role has not been filled since | 1 July 2022 | No acting incumbent appointed |
| 7. | Sourcing Specialist 1 | 1 September 2020 | Previous incumbent was dismissed | 1 August 2022 | No acting incumbent appointed |
| 8. | Sourcing Specialist 2 | 1 April 2022 | Previous incumbent has resigned | 1 August 2022 | No acting incumbent appointed |
| **Insights and Analytics** | | | | | |
| 9. | Chief Strategy Officer | May 2020 | Previous incumbent resigned | Post not yet advertised | Role is staffed with an acting incumbent |
| **Office of the CEO** | | | | | |
| 10. | Chief Executive Officer | 1 June 2021 | Previous incumbent resigned | To be confirmed. Pending Ministerial concurrence. | Role is staffed with an acting incumbent |
| 11. | Manager Office of the CEO | 1 November 2019 | Previous incumbent resigned | August 2022 | Role is staffed with an acting incumbent |
| 12. | Head: Strategic Planning, Evaluation & Programme Management | 2017 | The role was never staffed on a permanent basis | August 2022 | Role is staffed with a resource on a fixed term contract |
| **Group Risk and Compliance/Company Secretariat** | | | | | |
| 13. | Head: Governance, Risk & Compliance/ Company Secretary | 25 April 2022 | Previous incumbent resigned | Post not yet advertised | No acting incumbent appointed |
| 14. | Risk and Compliance Officer | 1 October 2019 | Previous incumbent resigned | Post not yet advertised | Role is staffed with a resource on a fixed term contract |
| **National Convention Bureau** | | | | | |
| 13. | Exhibitions Sales Manager | September 2019 | Previous incumbent resigned | Post not yet advertised | No acting incumbent appointed |
| 14. | Strategic Platforms & Events Manager | 1 February 2022 | Previous incumbent has moved to a senior role within the division | Post not yet advertised | No acting incumbent appointed |
| **Tourism Grading Council** | | | | | |
| 15. | Chief Quality Assurance Officer | May 2020 | Previous incumbent resigned | 1 August 2022 | Role is staffed with an acting incumbent |
| 16. | Head: Global Trade Relations | 8 July 2021 | Previous incumbent is deceased | Post not yet advertised | Role is staffed with an acting incumbent |
| **Human Capital & Facilities** | | | | | |
| 17. | GM: Human Capital | 1 December 2021 | Previous incumbent resigned | TBC | Role is staffed with an acting incumbent |
| 18. | Facilities & Maintenance Officer | December 2018 | Previous incumbent was dismissed | Post not yet advertised | No acting incumbent appointed |
| 19. | GM: ICT | May 2021 | Previous incumbent was dismissed | Not applicable | Role is staffed with a resource on a fixed term contract |
| **Tourism Execution** | | | | | |
| 20. | Marketing and Communications Officer | April 2019 | Previous incumbent resigned | Post not yet advertised | No acting incumbent appointed |
| 21. | Hub Head: South Europe | November 2020 | Previous incumbent’s contract expired | October 2022 | No acting incumbent appointed |
| 22. | Channel & Partnerships Manager:  South Europe Hub | New roles | Not applicable | Post not yet advertised | No acting incumbent appointed |
| 23. | Channel Specialist | New role | Not applicable | Post not yet advertised | No acting incumbent appointed |
| 24. | Hub Head: Central Europe | 1 December 2020 | Previous incumbent resigned | October 2022 | Role is staffed with an acting incumbent |
| 25. | Marketing & Promotions Manager: Germany | 1 February 2021 | Previous incumbent resigned | 1 August 2022 | No acting incumbent appointed |
| 26. | Finance & Admin Manager | 1 February 2020 | Previous incumbent resigned | 1 August 2022 | Role is staffed with an acting incumbent |
| 27. | Hub Head: UK/Ireland | 1 September 2019 | Previous incumbent’s contract expired | October 2022 | Role is staffed with an acting incumbent |
| 28. | Trade Training Specialist | 1 February 2022 | Previous incumbent resigned | 1 August 2022 | No acting incumbent appointed |
| 29. | Marketing & Communications Manage | 1 January 2021 | Previous incumbent resigned | 1 August 2022 | Role is staffed with an acting incumbent |
| 30. | Trade Relations West Coast | September 2019 | Previous incumbent resigned | 1 August 2022 | Role is staffed with an acting incumbent |
| 31. | Trade Relations East Coast | August 2019 | Previous incumbent resigned | 1 August 2022 | Role is staffed with an acting incumbent |
| 32. | Finance and Admin Manager | November 2019 | Previous incumbent resigned | 1 August 2022 | Role is staffed with an acting incumbent |
| 33. | Marketing Officer | May 2022 | Previous incumbent resigned | 1 September 2022 | Role is staffed with an acting incumbent |
| 34. | Trade Relations Manager: China | New role | Not applicable | 1 September 2022 | No acting incumbent appointed |
| 35. | Chief Operations Officer | 1 December 2021 | Previous incumbent resigned | 1 July 2022 | New incumbent starting 1 July 2022 |
|  |  |  |  |  |  |